

UPS Teamsters Local 294



Welcome to the Teamsters

"Union works Best!"

Part time Inside Employees

Seniority Date – 31st day worked

Initiation fee -\$400 (\$25 per week in non-dues weeks)

Union dues – 2.5X hourly rate once a month

National Master United Parcel Service Agreement – Contract terms August 1, 2023 through July 31, 2028

Eligibility for Medical Benefits

Contact: **NYS Teamsters Health & Hospital fund** (877) 698-3863 to ensure eligibility.

UPS Teamsters Benefits include; Medical, RX, dental, vision, disability, legal plan and life insurance.



GET THE APPS

FULL-TIMERS: In order to maintain your benefits you must work at least Thirty-six (36) DAYS during a scheduled Three (3) month period to be entitled to benefits for the following three months. If you don't work 36 days in the previous benefit period you will not be eligible for benefits in the current period. Benefits will only resume in the following period if 36+ days are worked in the current period. Excess days worked in one 3 month period do not carry over to the next three (3) month period.

PART-TIMERS: In order to maintain your benefits you must work at least 210 HOURS during a scheduled Three (3) month period to be entitled to benefits for the following three months. (PT Air & Gateway = 180 hrs./qtr., PT Cover Drivers = 192 hrs./qtr.) That means you must average at least 17.5 hours per week (assuming a 12 week period to be on the safe side) to be eligible for benefits. **If you don't work 210 hours in the previous benefit period you will not be eligible for benefits in the current period.** Benefits will only resume in the following period if 210+ hours are worked in the current period. Excess hours worked in one 3 month period do not carry over to the next 3 month period. Utilize the chart below to ensure you will maintain your benefits. You must work your hour or days requirement during the qualifying period to be eligible for benefits in the eligibility period.

Qualifying Period	Benefit eligibility Period
December, January & February	April, May & June
March, April & May	July, August & September
June, July & August	October, November & December
September, October & November	January, February & March

ALL AIRPORT AND GATEWAY EMPLOYEES HAVE DIFFERENT GUARANTEES AND QUARTERLY REQUIREMENTS. AIRPORT EMPLOYEES ARE ENCOURAGED TO CONTACT THE UNION HALL UPON HIRE.

Paid Time off – 4 hours pay for each day of entitlement

Holidays – All seniority employees are eligible for Holiday pay twelve (12) months after his/her seniority date. December 31st, New Year’s Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day.

Option Days – all seniority employees are eligible for five (5) option days. Scheduling an option day will be mutually agreed upon between the Employer and the individual employee, each calendar year.

Unused option days will be paid to the employee no later than the last pay period preceding Christmas.

Sick Days – Part Time employees will be eligible for five (5) sick days. Unused sick days will be paid to the employee no later than the last pay period preceding Christmas.

MONTH IN WHICH 31 ST DAY OF EMPLOYMENT ATTAINED			
	January – April	May – August	September - December
PART-TIME	4 sick days (16 hours) 4 Option days (16 hours)	3 sick days (12 hours) 3 Option days (12 hours)	2 sick days (8 hours) 2 Option days (8 hours)

Vacation – Part Time employees will become eligible for vacation time after one (1) year of seniority. Vacation time must be taken in weeks and used prior to the end of the calendar year, any unused vacation time will be forfeited.

1 year seniority – 1 week

2 years seniority – 2 weeks

10 years seniority – 3 weeks

15 years seniority – 4 weeks

20 years seniority – 5 weeks

25 years seniority – 6 weeks

Wages

All newly hired Part-time inside employees will be paid in accordance to the following schedule.

August 1, 2023	\$21.00
August 1, 2024	\$21.50
August 1, 2025	\$22.00
August 1, 2026	\$22.50
August 1, 2027	\$23.00

All part-time employees **who have attained seniority as of August 1, 2023** will receive the following wage increases for each year of the contract year but will in no case receive less than the hourly start rate specified in the above schedule.

2023	Two dollars and seventy- cents (\$2.75)
2024	Seventy-five cents (\$.75)
2025	Seventy-five cents (\$.75)
2026	One dollar (\$1.00)
2027	Two dollars and twenty-five (\$2.25)

Part-time inside employees are guaranteed 3 ½ hours of work when reporting on time to his/her regular scheduled shift. Part-time employees shall be paid overtime for all time worked over five and one half (5 ½) hours on their assigned shift.

Part-time Cover Driver

Employees that qualify as a coverage driver, will be assigned to a specific center for coverage opportunities. Vacations will be picked on that center's vacation list. No part-time cover driver shall have the right to pick vacation ahead of a package car driver.

Part-time employees working as Temporary Cover drivers will do so for a minimum of one week at a time and will be guaranteed a minimum of two days planned coverage per week that they are working as a Temporary Cover driver. All part-time employees working in the package or feeder classification as cover driver will be guaranteed eight (8) hours per day, with the applicable overtime rate after eight (8) hours of work.

Current Part – Time Cover Driver pay scale (As of 8/1/2025)

Start 60% of Top rate of package –	\$25.84
After one (1) year of driving 65% of top rate of package	\$27.99
After two (2) years of driving 75% of top rate of package	\$32.30

Job opportunities

Opportunities for shift transfers, preferred jobs, Doubling (OT), PT cover driving or FT opportunities get posted to obtain interested employees. If you are interested, see your steward and pay attention to job postings.

CDL Training

Teamsters Local 294 has a Class B dump truck and a Class A, tractor trailer training program that active members in good standing can benefit from. The 294 CDL School is a free benefit to our members which is a \$5000-\$7000 value. Contact (518)489-5436 to get signed up for school today.

Withdrawal Card

Get a Withdrawal Card when you leave your job! Whether you are leaving your job, being laid off, taking a leave of absence, a lengthy medical leave or terminating your employment, it is your responsibility to obtain a withdrawal card. The charge for a withdrawal card is free and your monthly dues must be paid through the date of your request.

Visit Teamsters Local 294 on all Social Media to get updates on Local 294 at work in Upstate New York! Facebook, X, Instagram and TikTok! (@TeamstersLocal294)